

# **Student Achievement and Teacher Quality Program Bill Senate File 277**

Last Action:

**Senate Education  
Committee**

February 21, 2007

**An Act relating to the state's educational standards regarding teacher librarians and qualified guidance counselors, and to teacher and administrator quality, including the student achievement and teacher quality program and an administrator quality program, making appropriations, and providing an effective date.**

**Fiscal Services Division  
Legislative Services Agency**

## **NOTES ON BILLS AND AMENDMENTS (NOBA)**

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**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**GUIDANCE COUNSELORS  
REQUIRED**

- Requires school districts to have a licensed guidance counselor beginning July 1, 2007. Requires each district to work toward a goal of having one qualified guidance counselor for every 350 students. (Page 1, Line 23)

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts do not have a guidance counselor, and the average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.

The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2005, 122 districts had 350 students or fewer per guidance counselor, while 243 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.2 million and \$2.5 million by FY 2010.

**SCHOOL NURSES REQUIRED**

- Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007. The school nurse must hold a Statement of Professional Recognition issued by the Board of Education Examiners. (Page 1, Line 34)

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a nurse among several districts. In FY 2007, 84 school districts do not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.

There is no fiscal impact to the General Fund of the State as a result of this Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.8 million and \$3.5 million by FY 2010.

**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY –  
MINIMUM TEACHER SALARIES**

- Increases the minimum salary for beginning teachers by \$1,000 to \$26,500 in FY 2008. (Page 10, Line 6)  
FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1.5 million in FY 2008.
- Increases the minimum salary for first-year career teachers by \$1,000 to \$27,500 and the minimum salary for all other career teachers by \$1,000 to \$28,500 in FY 2008. (Page 10, Line 17)  
FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY –  
CHANGES TO FY 2008 AND FY 2009  
APPROPRIATIONS**

- Increases the FY 2008 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$35.0 million to a total of \$174.3 million. This is an increase of \$70.0 million compared to the estimated FY 2007 appropriation. (Page 26, Line 17)
- Increases the FY 2009 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$75.0 million to a total of \$249.3 million. This is an increase of \$75.0 million compared to the FY 2008 appropriation. (Page 26, Line 17)

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY PROGRAM –  
CHANGES TO ALLOCATIONS**

- Allocates up to \$695,000 annually in FY 2007 through FY 2009 to the Department of Education for professional development and evaluator training. (Page 15, Line 22)
- Allocates up to \$20.0 million in FY 2008 for distribution to school districts for professional development. (Page 16, Line 1)
- Allocates up to \$1.8 million in FY 2008 to the Department of Education to establish Teacher Development Academies. (Page 16, Line 34)
- Allocates funding for distribution to school districts for market factor incentives as follows: (Page 17, Line 15)
  - FY 2007 - \$3.4 million
  - FY 2008 - \$3.4 million
  - FY 2009 - \$7.5 million
  - FY 2010 - \$6.6 million

**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY PROGRAM –  
CHANGES TO ALLOCATIONS,  
CONTINUED**

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY –  
OTHER SIGNIFICANT CHANGES**

- Allocates \$1.0 million for FY 2008 to the Department of Management for the Pay for Performance Program. (Page 17, Line 27)
- Allocates \$2.5 million annually for FY 2009 and FY 2010 to the Department of Management for the Pay for Performance Program. (Page 18, Line 6)
- Specifies that school nurses are included in the definition of “teacher” for purposes of the Student Achievement and Teacher Quality Program. (Page 3, Line 31)
- Specifies that Area Education Agencies (AEAs) are eligible to receive funds appropriated for the Student Achievement and Teacher Quality Program. (Page 4, Line 30)
- Requires school districts and AEAs to create Teacher Quality Committees to monitor the implementation of the Student Achievement and Teacher Quality Program. (Page 5, Line 3)
- Requires professional development plans for each attendance center. (Page 6, Line 2)
- Specifies that the distribution and use of professional development funds within a school district is subject to collective bargaining. (Page 8, Line 29)
- Specifies that a teacher who is not meeting the performance standards and criteria must be given an opportunity to participate in an intensive assistance program before adverse consequences may be applied. (Page 13, Line 12)
- Changes the focus of the Market Factor Pay Program from salaries to incentives. (Page 13, Line 18 through Page 15, Line 17)
- Requires the Department of Education to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report. (Page 15, Line 7)
- Specifies that funds allocated for the Pay for Performance Program do not revert at the end of the fiscal year. (Page 19, Line 2)
- Strikes the requirement for individual Pay for Performance Program incentives. (Page 19, Line 32)
- Specifies that the purpose of Pay for Performance Program planning projects is to evaluate various career ladder designs. (Page 20, Line 8)
- Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010. (Page 21, Line 18)

**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**ADMINISTRATOR QUALITY  
PROGRAM**

- Creates the Administrator Quality Program, including Beginning Administrator Mentoring and Induction Program, professional development, and evaluation against the Iowa standards for school administrators. The Beginning Administrator Mentoring and Induction Program was established in 2006 and is funded with a standing appropriation of \$250,000.  
(Page 23, Line 25 through Page 26, Line 16)

**EFFECTIVE DATE**

- Specifies that the Section of the Bill providing for the non-reversion of funds for the Pay for Performance Program takes effect upon enactment. (Page 27, Line 2)

Senate File 277 provides for the following changes to the Code of Iowa.

Page #	Line #	Bill Section	Action	Code Section	Description
1	1	1	Amends	Sec. 256.7(25)	Technical Change
1	7	2	Adds	Sec. 256.7(27)	Standards for School Administrators
1	13	3	Adds	Sec. 256.9(55)	School Administrator Standards and Criteria
1	23	4	Adds	Sec. 256.11(9A)	Licensed Guidance Counselors Required
1	34	4	Adds	Sec. 256.11(9B)	School Nurses Required
2	5	5	Amends	Sec. 256.11A(1)	Department of Education Waivers for Counselors and Nurses
2	27	6	Adds	Sec. 257.31(5)(m)	Supplemental Aid and Modified Allowable Growth to Hire Teacher Librarians and Counselors
2	33	7	Amends	Sec. 272.9A(1)	Administrator Licenses
3	8	7	Amends	Sec. 272.9A(2)	Administrator Licenses
3	12	7	Amends	Sec. 272.9A(3)	Administrator Licenses
3	23	8	Repeals	Sec. 284.1(4)	Team-Based Variable Pay
3	25	9	Amends	Sec. 284.2(9)	Area Education Agency Boards
3	31	10	Amends	Sec. 284.2(11)	School Nurses Covered by Student Achievement and Teacher Quality Program
4	15	11	Amends	Sec. 284.3(2)(b)	Evaluation and Grievance Procedures
4	30	12	Amends	Sec. 284.4(1)	Area Education Agencies Covered by Student Achievement and Teacher Quality Program
5	3	13	Amends	Sec. 284.4(1)(c)	Teacher Quality Committees
6	2	14	Amends	Sec. 284.4(1)(d & e)	Attendance Center Professional Development Plans
6	13	15	Repeals	Sec. 284.4(1)(g)	Team-Based Variable Pay
6	15	16	Amends	Sec. 284.6(1)	Technical Change
6	23	17	Amends	Sec. 284.6(1)(a)	Technical Change
6	28	18	Amends	Sec. 284.6(2)	Technical Change
6	34	18	Amends	Sec. 284.6(3)	District Professional Development Plan
7	15	18	Amends	Sec. 284.6(4)	Individual Teacher Professional Development Plans

Page #	Line #	Bill Section	Action	Code Section	Description
7	30	18	Amends	Sec. 284.6(5)	Technical Change
8	8	18	Amends	Sec. 284.6(6)	Technical Change
8	18	19	Adds	Sec. 284.6(7)	Attendance Center Professional Development Plans
8	29	19	Adds	Sec. 284.6(8)	Use and Distribution of Professional Development Funds
9	14	19	Adds	Sec. 284.6(9)	Accounting for Professional Development Funds
9	33	19	Adds	Sec. 284.6(10)	Teacher Development Academies
10	6	20	Amends	Sec. 284.7(1)(a)(2)	Beginning Teacher Minimum Salary
10	11	21	Amends	Sec. 284.7(1)(b)(1)(d)	Technical Change
10	17	22	Amends	Sec. 284.7(1)(b)(2)	Career Teacher Minimum Salaries
10	24	23	Amends	Sec. 284.7(2)(b)(1)(c)	Technical Change
10	30	24	Repeals	Sec. 284.7(4)	Team-Based Variable Pay
10	32	25	Amends	Sec. 284.7(6)(a)	Salary Distribution Formula
11	22	25	Amends	Sec. 284.7(6)(b)	Salary Distribution Formula
12	1	26	Adds	Sec. 284.7(6)(d)	Salary Distribution Formula
12	15	27	Amends	Sec. 284.8(1 & 2)	Teacher Performance Evaluation
13	12	28	Adds	Sec. 284.8(4)	Opportunity for Intensive Assistance
13	18	29	Amends	Sec. 284.11(1)	Market Factor Incentives
13	34	29	Amends	Sec. 284.11(2)	Use of Market Factor Incentives
14	26	29	Amends	Sec. 284.11(3)	Use of Market Factor Incentives
15	7	29	Amends	Sec. 284.11(4)	Review of Effectiveness of Market Factor Incentives
15	18	30	Repeals	Sec. 284.12(1)(c)	Team-Based Variable Pay
15	20	31	Repeals	Sec. 284.12(3)	Comprehensive Evaluation of Student Achievement and Teacher Quality Program
15	22	32	Amends	Sec. 284.13(1)(c)	FY 2007 - FY 2009 Allocation for Professional Development and Evaluator Training
16	1	32	Amends	Sec. 284.13(1)(d)	FY 2008 Allocation for Professional Development
16	34	33	Amends	Sec. 284.13(1)(e)	FY 2008 Allocation for Teacher Development Academies
17	9	34	Amends	Sec. 284.13(1)(f)	Technical Change

Page #	Line #	Bill Section	Action	Code Section	Description
17	15	35	Amends	Sec. 284.13(1)(f)(1, 2, & 3)	FY 2008 - FY 2010 Allocations for Market Factor Incentives
17	27	36	Amends	Sec. 284.13(1)(g)(2)	FY 2008 Allocation for Pay for Performance Program
18	6	36	Amends	Sec. 284.13(1)(g)(3)	FY 2009 and FY 2010 Allocations for Pay for Performance Program
18	18	37	Amends	Sec. 284.13,(1)(h)	Use of Student Achievement and Teacher Quality Funds Remaining After Allocations
18	26	38	Amends	Sec. 284.13(a)(i)	Technical Change
19	2	39	Amends	Sec. 284.13(1)(j)	Non-Reversion of Pay for Performance Program Funds
19	11	40	Adds	Sec. 284.14(0A)	Intent of Pay for Performance Program
19	22	41	Amends	Sec. 284.14(1)	Technical Change
19	32	41	Amends	Sec. 284.14(2)	Repeal of Individual Pay-for-Performance Incentives
20	8	41	Amends	Sec. 284.14(2)(a)	Purpose of Pay for Performance Planning Projects
20	28	41	Amends	Sec. 284.14(2)(b)	FY 2008 Pay for Performance Planning Projects
21	1	41	Amends	Sec. 284.14(2)(c)	FY 2009 Pay for Performance Planning and Implementation Projects
21	5	41	Amends	Sec. 284.14(3)	Pay for Performance Commission Interim Report
21	18	42	Repeals	Sec. 284.14(4)	Statewide Implementation of Pay for Performance in FY 2010
21	20	43	Adds	Sec. 284A.1(2A, 3A, & 3B)	Administrator Quality Program Definitions
22	1	44	Amends	Sec. 284A.2(3)	Beginning Administrator Mentoring and Induction Programs
22	24	45	Adds	Sec. 284A.2(3A)	Criteria and Process for Administrator Evaluation - Notification
22	33	46	Amends	Sec. 284A.2(4)	Beginning Administrator Licensing
23	25	47	Adds	Sec. 284A.1	Establishment of Administrator Quality Program
24	2	48	Adds	Sec. 284A.3	Standards for Administrator Evaluation



Page #	Line #	Bill Section	Action	Code Section	Description
24	12	49	Adds	Sec. 284A.4	District Participation in Administrator Quality Program
24	26	50	Adds	Sec. 284A.6	Administrator Career Development
25	35	51	Adds	Sec. 284A.7	Evaluation Requirements for Administrators
26	17	52	Amends	Sec. 1, Chapter 1182, 2006 Iowa Acts	FY 2008 and FY 2009 Appropriations for Student Achievement and Teacher Quality Program
26	27	53	Amends	Sec. 284A.1	Technical Change
26	29	54	Amends	Sec. 284A.2	Technical Change
26	31	55	Amends	Sec. 284A.3	Technical Change

1 1 Section 1. Section 256.7, subsection 25, Code 2007, is  
1 2 amended to read as follows:  
1 3 25. Adopt rules establishing standards for school district  
1 4 and area education agency ~~career~~ professional development  
1 5 programs and for individual teacher ~~career~~ professional  
1 6 development plans in accordance with section 284.6.

CODE: Technical change to reflect updated terminology.

1 7 Sec. 2. Section 256.7, Code 2007, is amended by adding the  
1 8 following new subsection:  
1 9 NEW SUBSECTION. 27. Adopt by rule the Iowa standards for  
1 10 school administrators, including the knowledge and skill  
1 11 criteria developed by the director in accordance with section  
1 12 256.9, subsection 55.

CODE: Requires the State Board of Education to adopt standards for school administrators.

1 13 Sec. 3. Section 256.9, Code 2007, is amended by adding the  
1 14 following new subsection:  
1 15 NEW SUBSECTION. 55. Develop Iowa standards for school  
1 16 administrators, including knowledge and skill criteria, and  
1 17 develop, based on the Iowa standards for administrators,  
1 18 mentoring and induction, evaluation processes, and career  
1 19 development plans pursuant to chapter 284A. The criteria  
1 20 shall further define the characteristics of quality  
1 21 administrators as established by the Iowa standards for school  
1 22 administrators.

CODE: Requires the Department of Education to develop standards and criteria for administrators and, based on those standards and criteria, develop plans for mentoring and induction, evaluation, and career development.

1 23 Sec. 4. Section 256.11, Code 2007, is amended by adding  
1 24 the following new subsections:  
1 25 NEW SUBSECTION. 9A. Beginning July 1, 2007, each school  
1 26 district shall have a qualified guidance counselor who shall  
1 27 be licensed by the board of educational examiners under  
1 28 chapter 272. Each school district shall work toward the goal  
1 29 of having one qualified guidance counselor for every three  
1 30 hundred fifty students enrolled in the school district. The  
1 31 state board shall establish in rule a definition of and  
1 32 standards for an articulated sequential kindergarten through

CODE: Requires each school district to have a licensed guidance counselor beginning July 1, 2007. Requires each school district to work toward a goal of having one qualified guidance counselor for every 350 students. Requires the State Board of Education to establish a definition of and standards for an articulated sequential guidance and counseling program for kindergarten through grade 12.

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 6 authorizes the School Budget Review Committee to grant one-time

1 33 grade twelve guidance and counseling program.

supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts do not have a guidance counselor. The average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An average annual salary increase of 3.00% is assumed.

The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2007, 154 districts had 350 students or fewer per guidance counselor, while 221 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1,201,000 and \$2,463,000 by FY 2010.

1 34 NEW SUBSECTION. 9B. Beginning July 1, 2007, each school  
1 35 district shall have a school nurse to provide health services  
2 1 to its students. For purposes of this subsection, "school  
2 2 nurse" means a person who holds an endorsement or a statement  
2 3 of professional recognition for school nurses issued by the  
2 4 board of educational examiners under chapter 272.

CODE: Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007. The school nurse must hold a Statement of Professional Recognition issued by the Board of Educational Examiners.

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a nurse among several districts. In FY 2007, 84 school districts do not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An

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average annual salary increase of 3.00% is assumed.

There is no fiscal impact to the General Fund of the State as a result of this Bill. The statewide fiscal impact to local school districts is estimated to be between \$1,763,000 and \$3,527,000 by FY 2010.

2 5 Sec. 5. Section 256.11A, subsection 1, Code 2007, is  
2 6 amended to read as follows:  
2 7 1. The board of directors of a school district may, not  
2 8 later than August 1, ~~2006~~, for the current school year  
2 9 ~~beginning July 1, 2006~~, file a written request to the  
2 10 department of education ~~that for~~ the department to waive the  
2 11 requirement adopted by the state board pursuant to section  
2 12 256.11, subsection 9, that the school district have a  
2 13 qualified teacher librarian, the requirement adopted by the  
2 14 state board pursuant to section 256.11, subsection 9A, that  
2 15 the school district have a qualified guidance counselor, or  
2 16 the requirement adopted by the state board pursuant to section  
2 17 256.11, subsection 9B, that the school district have not less  
2 18 than one school nurse. The procedures specified in subsection  
2 19 2 apply to the request. Not later than August 1, ~~2007~~, ~~for of~~  
2 20 the following school year beginning July 1, 2007, for that  
2 21 following school year, the board of directors of a school  
2 22 district may request a one-year extension of the waiver. A  
2 23 school district cannot request a waiver of a requirement under  
2 24 section 256.11, subsection 9, 9A, or 9B, if it met the  
2 25 requirements of section 256.11, subsection 9, 9A, or 9B, as  
2 26 applicable, in the previous school year.

CODE: Permits school districts to request that the Department of Education waive the requirements for a licensed guidance counselor or school nurse for up to two years.

2 27 Sec. 6. Section 257.31, subsection 5, Code 2007, is  
2 28 amended by adding the following new paragraph:  
2 29 NEW PARAGRAPH. m. The addition of one or more teacher  
2 30 librarians pursuant to section 256.11, subsection 9, or one or  
2 31 more guidance counselors pursuant to section 256.11,  
2 32 subsection 9A.

CODE: Authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire teacher librarians or guidance counselors.

2 33 Sec. 7. Section 272.9A, Code 2007, is amended by striking  
2 34 the section and inserting in lieu thereof the following:  
2 35 272.9A ADMINISTRATOR LICENSES.  
3 1 1. Beginning July 1, 2007, requirements for administrator  
3 2 licensure beyond an initial license shall include completion  
3 3 of a beginning administrator mentoring and induction program  
3 4 provided by the department pursuant to section 284A.2,  
3 5 subsection 2, as amended in this Act, and demonstration of  
3 6 competence on the administrator standards adopted pursuant to  
3 7 section 284A.3.

CODE: Requires completion of a Beginning Administrator Mentoring and Induction Program and demonstration of competence on administrator standards to obtain a license beyond the one-year initial license.

3 8 2. The board shall adopt rules for administrator licensure  
3 9 renewal that include credit for individual administrator  
3 10 career development plans developed in accordance with section  
3 11 284A.6.

CODE: Requires the Board of Educational Examiners to include credit for career development plans in renewal of administrator licenses.

3 12 3. An administrator formerly employed by an accredited  
3 13 nonpublic school or formerly employed as an administrator in  
3 14 another state or country is exempt from the mentoring and  
3 15 induction requirement under subsection 1 if the administrator  
3 16 can document two years of successful administrator experience  
3 17 and meet or exceed the requirements contained in rules adopted  
3 18 pursuant to this chapter for endorsement and licensure.  
3 19 However, if an administrator cannot document two years of  
3 20 successful administrator experience when hired by a school  
3 21 district, the administrator shall meet the requirements of  
3 22 subsection 1.

CODE: Specifies that an administrator formerly employed by an accredited nonpublic school or formerly employed as an administrator in another state or country is exempt from the mentoring and induction requirement. The administrator must document two years of successful administrator experience and meet or exceed the requirements for licensure.

3 23 Sec. 8. Section 284.1, subsection 4, Code 2007, is amended  
3 24 by striking the subsection.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

3 25 Sec. 9. Section 284.2, subsection 9, Code 2007, is amended  
3 26 to read as follows:  
3 27 9. "School board" means the board of directors of a school

CODE: Adds the boards of Area Education Agencies (AEAs) to the definition of "school board" for purposes of the Student Achievement and Teacher Quality Program.

3 28 district, or a collaboration of boards of directors of school  
3 29 districts, or the board of directors of an area education  
3 30 agency, as the context requires.

3 31 Sec. 10. Section 284.2, subsection 11, Code 2007, is  
3 32 amended to read as follows:  
3 33 11. "Teacher" means an individual ~~holding~~ who holds a  
3 34 practitioner's license issued under chapter 272, or who holds  
3 35 a practitioner's license with a school nurse endorsement or a  
4 1 statement of professional recognition for school nurses issued  
4 2 under chapter 272, who is employed in a nonadministrative  
4 3 position ~~as a teacher, teacher librarian, preschool teacher,~~  
4 4 ~~or counselor~~ by a school district or area education agency  
4 5 pursuant to a contract issued by a board of directors under  
4 6 section 279.13. A teacher may be employed in both an  
4 7 administrative and a nonadministrative position by a board of  
4 8 directors and shall be considered a part-time teacher for the  
4 9 portion of time that the teacher is employed in a  
4 10 nonadministrative position. "Teacher" includes a licensed  
4 11 individual employed on a less than full-time basis by a school  
4 12 district through a contract between the school district and an  
4 13 institution of higher education with a practitioner  
4 14 preparation program in which the licensed teacher is enrolled.

CODE: Adds school nurses to the definition of "teacher" for purposes of the Student Achievement and Teacher Quality Program.

DETAIL: In FY 2005, there were 520.6 school nurse FTE positions in local school districts.

4 15 Sec. 11. Section 284.3, subsection 2, paragraph b, Code  
4 16 2007, is amended to read as follows:  
4 17 b. ~~By July 1, 2005, for~~ For purposes of performance  
4 18 reviews for teachers other than beginning teachers,  
4 19 evaluations that contain, at a minimum, the Iowa teaching  
4 20 standards specified in subsection 1, as well as the criteria  
4 21 for the Iowa teaching standards developed by the department in  
4 22 accordance with section 256.9, subsection 50. A local school  
4 23 board and its certified bargaining representative may  
4 24 negotiate, pursuant to chapter 20, additional teaching  
4 25 standards and criteria. A local school board and its  
4 26 certified bargaining representative ~~may~~ shall negotiate,

CODE: Specifies that evaluation and grievance procedures for teachers, other than beginning teachers, negotiated by the local school board and certified bargaining representative must not conflict with Chapter 284, Code of Iowa, the Student Achievement and Teacher Quality Program.

4 27 pursuant to chapter 20, evaluation and grievance procedures  
4 28 for teachers other than beginning teachers that are not in  
4 29 conflict with this chapter.

4 30 Sec. 12. Section 284.4, subsection 1, unnumbered paragraph  
4 31 1, Code 2007, is amended to read as follows:  
4 32 A school district or area education agency is eligible to  
4 33 receive moneys appropriated for purposes specified in this  
4 34 chapter if the school board applies to the department to  
4 35 participate in the student achievement and teacher quality  
5 1 program and submits a written statement declaring the school  
5 2 district's or agency's willingness to do all of the following:

5 3 Sec. 13. Section 284.4, subsection 1, paragraph c, Code  
5 4 2007, is amended by striking the paragraph and inserting in  
5 5 lieu thereof the following:  
5 6 c. Create a teacher quality committee. The committee  
5 7 shall have equal representation of administrators and  
5 8 teachers. The teacher members shall be appointed by the  
5 9 certified employee organization if one exists, and if not, by  
5 10 the school district's or agency's administration. The  
5 11 administrator members shall be appointed by the school board.  
5 12 The committee shall do all of the following:  
5 13 (1) Monitor the implementation of the requirements of  
5 14 statutes and administrative code provisions relating to this  
5 15 chapter, including requirements that affect any agreement  
5 16 negotiated pursuant to chapter 20.  
5 17 (2) Monitor the evaluation requirements of this chapter to  
5 18 ensure evaluations are conducted in a fair and consistent  
5 19 manner throughout the school district or agency. In addition  
5 20 to any negotiated evaluation procedures, develop model  
5 21 evidence for the Iowa teaching standards and criteria. The  
5 22 model evidence will minimize paperwork and focus on teacher  
5 23 improvement. The model evidence will determine which  
5 24 standards and criteria can be met with observation and which  
5 25 evidence meets multiple standards and criteria.

CODE: Specifies that Area Education Agencies (AEAs) are eligible to receive funds appropriated for the Student Achievement and Teacher Quality Program.

CODE: Requires school districts and AEAs to create Teacher Quality Committees. Each Committee must have equal representation between administrators appointed by the school board and teachers appointed by the certified employee organization or, in districts where there is no such organization, by the school board.

The Committees are required to:

- Monitor the implementation of the Student Achievement and Teacher Quality Program within the district or AEA.
- Monitor evaluation requirements and develop model evidence for the teaching standards to minimize paper work and focus on teacher improvement.
- Make recommendations to the school district or AEA on the use and distribution of professional development funds.
- Monitor professional development in each attendance center to ensure it meets the requirements of professional development plans.
- Ensure that the district's or AEA's collective bargaining agreement determines compensation for teachers serving on the Committee for work required beyond the normal work day.

5 26 (3) Make recommendations, upon consideration of the Iowa  
5 27 professional development model, on the use and distribution of  
5 28 professional development funds distributed to the school  
5 29 district or agency.  
5 30 (4) Monitor the professional development in each  
5 31 attendance center to ensure that the professional development  
5 32 meets school district or agency, attendance center, and  
5 33 individual professional development plans.  
5 34 (5) Ensure the agreement negotiated pursuant to chapter 20  
5 35 determines the compensation for teachers on the committee for  
6 1 work responsibilities required beyond the normal work day.

6 2 Sec. 14. Section 284.4, subsection 1, paragraphs d and e,  
6 3 Code 2007, are amended to read as follows:  
6 4 d. Adopt school district, attendance center, and teacher  
6 5 ~~career professional~~ development plans in accordance with this  
6 6 chapter.  
6 7 e. Adopt a teacher evaluation plan that, at minimum,  
6 8 requires a performance review of teachers in the district at  
6 9 least once every three years based upon the Iowa teaching  
6 10 standards and individual ~~career professional~~ development  
6 11 plans, and requires administrators to complete evaluator  
6 12 training in accordance with section 284.10.

CODE: Requires school districts to adopt professional development plans for each attendance center.

6 13 Sec. 15. Section 284.4, subsection 1, paragraph g, Code  
6 14 2007, is amended by striking the paragraph.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

6 15 Sec. 16. Section 284.6, subsection 1, unnumbered paragraph  
6 16 1, Code 2007, is amended to read as follows:  
6 17 The department shall coordinate a statewide network of  
6 18 ~~career professional~~ development for Iowa teachers. A school  
6 19 district or ~~career professional~~ development provider that  
6 20 offers a ~~career professional~~ development program in accordance  
6 21 with section 256.9, subsection 50, shall demonstrate that the  
6 22 program contains the following:

CODE: Technical change to reflect updated terminology.



6 23 Sec. 17. Section 284.6, subsection 1, paragraph a, Code  
6 24 2007, is amended to read as follows:  
6 25 a. Support that meets the ~~career~~ professional development  
6 26 needs of individual teachers and is aligned with the Iowa  
6 27 teaching standards.

CODE: Technical change to reflect updated terminology.

6 28 Sec. 18. Section 284.6, subsections 2 through 6, Code  
6 29 2007, are amended to read as follows:  
6 30 2. The department shall identify models of ~~career~~  
6 31 professional development practices that produce evidence of  
6 32 the link between teacher training and improved student  
6 33 learning.

CODE: Technical change to reflect updated terminology.

6 34 3. A school district shall incorporate a district ~~career~~  
6 35 professional development plan into the district's  
7 1 comprehensive school improvement plan submitted to the  
7 2 department in accordance with section 256.7, subsection 21.  
7 3 The district ~~career~~ professional development plan shall  
7 4 include a description of the means by which the school  
7 5 district will provide access to all teachers in the district  
7 6 to ~~career~~ professional development programs or offerings that  
7 7 meet the requirements of subsection 1. The plan shall align  
7 8 all ~~career~~ professional development with the school district's  
7 9 long-range student learning goals and the Iowa teaching  
7 10 standards. The plan shall indicate the school district's  
7 11 approved ~~career~~ professional development provider or  
7 12 providers. The plan shall include the use and distribution of  
7 13 the professional development funds in accordance with the  
7 14 negotiated agreement as provided in subsection 8.

CODE: Specifies that a district's professional development plan must include the use and distribution of professional development funds as provided in the negotiated agreement.

7 15 4. In cooperation with the teacher's evaluator, the career  
7 16 teacher employed by a school district shall develop an  
7 17 individual teacher ~~career~~ professional development plan. The  
7 18 evaluator shall consult with the teacher's supervisor on the  
7 19 development of the individual teacher ~~career~~ professional

CODE: Specifies that an individual teacher's professional development plan must include individual goals beyond those required under the attendance center's professional development plan.

7 20 development plan. The purpose of the plan is to promote  
7 21 individual and group ~~career~~ professional development. The  
7 22 individual plan shall be based, at minimum, on the needs of  
7 23 the teacher, the Iowa teaching standards, and the student  
7 24 achievement goals of the attendance center and the school  
7 25 district as outlined in the comprehensive school improvement  
7 26 plan. The individual plan shall include goals for the  
7 27 individual which are beyond those required under the  
7 28 attendance center professional development plan developed  
7 29 pursuant to subsection 7.

7 30 5. The teacher's evaluator shall annually meet with the  
7 31 teacher to review progress in meeting the goals in the  
7 32 teacher's individual plan. The teacher shall present to the  
7 33 evaluator evidence of progress. The purpose of the meeting  
7 34 shall be to review the teacher's progress in meeting ~~career~~  
7 35 professional development goals in the plan and to review  
8 1 collaborative work with other staff on student achievement  
8 2 goals and to modify as necessary the teacher's individual plan  
8 3 to reflect the individual teacher's and the school district's  
8 4 needs and the individual's progress in meeting the goals in  
8 5 the plan. The teacher's supervisor and the evaluator shall  
8 6 review, modify, or accept modifications made to the teacher's  
8 7 individual plan.

CODE: Technical change to reflect updated terminology.

8 8 6. School districts, a consortium of school districts,  
8 9 area education agencies, higher education institutions, and  
8 10 other public or private entities including professional  
8 11 associations may be approved by the state board to provide  
8 12 teacher ~~career~~ professional development. The ~~career~~  
8 13 professional development program or offering shall, at  
8 14 minimum, meet the requirements of subsection 1. The state  
8 15 board shall adopt rules for the approval of ~~career~~  
8 16 professional development providers and standards for the  
8 17 district ~~career~~ development plan.

CODE: Technical change to reflect updated terminology.

8 18 Sec. 19. Section 284.6, Code 2007, is amended by adding  
8 19 the following new subsections:  
8 20 NEW SUBSECTION. 7. Each attendance center shall develop  
8 21 an attendance center professional development plan. The  
8 22 purpose of the plan is to promote group professional  
8 23 development. The attendance center plan shall be based, at a  
8 24 minimum, on the needs of the teachers, the Iowa teaching  
8 25 standards, district professional development plans, and the  
8 26 student achievement goals of the attendance center and the  
8 27 school district as set forth in the comprehensive school  
8 28 improvement plan.

CODE: Requires each attendance center to develop a professional development plan to promote group professional development.

8 29 NEW SUBSECTION. 8. For each year in which a school  
8 30 district receives funds allocated for distribution to school  
8 31 districts for professional development pursuant to section  
8 32 284.13, subsection 1, paragraph "d", the school district shall  
8 33 create quality professional development opportunities. If the  
8 34 licensed employees of the school district are organized under  
8 35 chapter 20 for collective bargaining purposes, the use and  
9 1 distribution of the funds received shall be determined by the  
9 2 collective bargaining agreement negotiated under chapter 20 by  
9 3 the school board and its certified bargaining representative.  
9 4 The use of the funds is limited to providing professional  
9 5 development to teachers, including additional salaries for  
9 6 time beyond the normal negotiated agreement, pay for  
9 7 substitute teachers, professional development materials,  
9 8 speakers, professional development content, and costs  
9 9 associated with implementing the individual professional  
9 10 development plans. The use of the funds shall be balanced  
9 11 between school district, attendance center, and individual  
9 12 professional development plans, making every reasonable effort  
9 13 to provide equal access to all teachers.

CODE: Requires school districts to create quality professional development opportunities. Specifies that the use and distribution of professional development funds appropriated for the Student Achievement and Teacher Quality Program is subject to collective bargaining. Specifies the appropriate uses for the funds and requires that the use be balanced between district, attendance center, and individual professional development plans.

9 14 NEW SUBSECTION. 9. The distribution of funds allocated  
9 15 for professional development pursuant to section 284.13,  
9 16 subsection 1, paragraph "d", shall be made in one payment on

CODE: Specifies that professional development funds appropriated for the Student Achievement and Teacher Quality Program will be distributed to school districts in one payment on or about October 15

9 17 or about October 15 of the fiscal year for which the  
 9 18 appropriation is made, taking into consideration the relative  
 9 19 budget and cash position of the state resources. Moneys  
 9 20 received pursuant to section 284.13, subsection 1, paragraph  
 9 21 "d", shall not be commingled with state aid payments made  
 9 22 under section 257.16 to a school district, shall be accounted  
 9 23 for by the local school district separately from state aid  
 9 24 payments, and are miscellaneous income for purposes of chapter  
 9 25 257. A school district shall maintain a separate listing  
 9 26 within its budget for funds received and expenditures made  
 9 27 pursuant to this subsection. A school district shall certify  
 9 28 to the department of education how the school district  
 9 29 allocated the funds and that moneys received under this  
 9 30 subsection were used to supplement, not supplant, the  
 9 31 professional development opportunities the school district  
 9 32 would otherwise make available.

of each fiscal year. Specifies that the funds must be accounted for separately from State aid payments and must be treated as miscellaneous income. Specifies that the district must report to the Department of Education how the funds are allocated and certify that the funds were used to supplement, not supplant, the professional development opportunities the district would otherwise provide.

9 33 NEW SUBSECTION. 10. If funds are allocated for purposes  
 9 34 of professional development pursuant to section 284.13,  
 9 35 subsection 1, paragraph "e", the department shall, in  
 10 1 collaboration with the area education agencies, establish  
 10 2 teacher development academies for school-based teams of  
 10 3 teachers and instructional leaders. Each academy shall  
 10 4 include an institute and shall provide follow-up training and  
 10 5 coaching.

CODE: Requires the Department of Education, in collaboration with Area Education Agencies, to establish teacher development academies for teams of teachers and instructional leaders that include an institute and follow-up training and coaching. The requirement is contingent upon an appropriation.

DETAIL: Section 33 of the Bill allocates \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for this purpose.

10 6 Sec. 20. Section 284.7, subsection 1, paragraph a,  
 10 7 subparagraph (2), Code 2007, is amended to read as follows:  
 10 8 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a  
 10 9 beginning teacher shall be ~~twenty-five~~ twenty-six thousand  
 10 10 five hundred dollars.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a beginning teacher is \$26,500.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salary.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1,546,000 in FY 2008.

10 11 Sec. 21. Section 284.7, subsection 1, paragraph b,

CODE: Technical change to reflect updated terminology.

10 12 subparagraph (1), subparagraph subdivision (d), Code 2007, is  
10 13 amended to read as follows:  
10 14 (d) Participates in teacher ~~career~~ professional  
10 15 development as set forth in this chapter and demonstrates  
10 16 continuous improvement in teaching.

10 17 Sec. 22. Section 284.7, subsection 1, paragraph b,  
10 18 subparagraph (2), Code 2007, is amended to read as follows:  
10 19 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a  
10 20 first-year career teacher shall be ~~twenty-six~~ twenty-seven  
10 21 thousand five hundred dollars and the minimum salary for all  
10 22 other career teachers shall be ~~twenty-seven~~ twenty-eight  
10 23 thousand five hundred dollars.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a first-year career teacher is \$27,500 and the minimum salary for all other career teachers is \$28,500.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salaries.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

10 24 Sec. 23. Section 284.7, subsection 2, paragraph b,  
10 25 subparagraph (1), subparagraph subdivision (c), Code 2007, is  
10 26 amended to read as follows:  
10 27 (c) Participates in teacher ~~career~~ professional  
10 28 development as outlined in this chapter and demonstrates  
10 29 continuous improvement in teaching.

CODE: Technical change to reflect updated terminology.

10 30 Sec. 24. Section 284.7, subsection 4, Code 2007, is  
10 31 amended by striking the subsection.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

10 32 Sec. 25. Section 284.7, subsection 6, paragraphs a and b,  
10 33 Code 2007, are amended to read as follows:  
10 34 a. If the licensed employees of a school district or area  
10 35 education agency receiving funds pursuant to section 284.13,  
11 1 subsection 1, paragraph "h" or "i", for purposes of this  
11 2 section, are organized under chapter 20 for collective  
11 3 bargaining purposes, the board of directors and the certified  
11 4 bargaining representative for the licensed employees shall  
11 5 mutually agree upon a formula for distributing the funds among  
11 6 the teachers employed by the school district or area education

CODE: Extends the annual deadline from July 15 to September 15 for a school board and certified bargaining representative to reach mutual agreement on a formula for distribution of salary funds under the Student Achievement and Teacher Quality Program.

11 7 agency. However, the school district must comply with the  
11 8 salary minimums provided for in this section. The parties  
11 9 shall follow the negotiation and bargaining procedures  
11 10 specified in chapter 20 except that if the parties reach an  
11 11 impasse, neither impasse procedures agreed to by the parties  
11 12 nor sections 20.20 through 20.22 shall apply and the funds  
11 13 shall be paid as provided in paragraph "b". Negotiations  
11 14 under this section are subject to the scope of negotiations  
11 15 specified in section 20.9. If a board of directors and the  
11 16 certified bargaining representative for licensed employees  
11 17 have not reached mutual agreement for the distribution of  
11 18 funds received pursuant to section 284.13, subsection 1,  
11 19 paragraph "h" or "i", by July September 15 of the fiscal year  
11 20 for which the funds are distributed, paragraph "b" of this  
11 21 subsection shall apply.

11 22 b. If, once the minimum salary requirements of this  
11 23 section have been met by the school district or area education  
11 24 agency, and the school district or area education agency  
11 25 receiving funds pursuant to section 284.13, subsection 1,  
11 26 paragraph "h" or "i", for purposes of this section, and the  
11 27 certified bargaining representative for the licensed employees  
11 28 have not reached an agreement for distribution of the funds  
11 29 remaining, in accordance with paragraph "a", the board of  
11 30 directors shall divide the funds remaining among full-time  
11 31 teachers employed by the district or area education agency  
11 32 whose regular compensation is equal to or greater than the  
11 33 minimum ~~career teacher~~ salary specified in this section. The  
11 34 payment amount for teachers employed on less than a full-time  
11 35 basis shall be prorated.

CODE: Adds beginning teachers to the formula specified for distribution of salary funds in the event the district and certified bargaining representative do not reach mutual agreement.

12 1 Sec. 26. Section 284.7, subsection 6, Code 2007, is  
12 2 amended by adding the following new paragraph:  
12 3 NEW PARAGRAPH. d. For the school year beginning July 1,  
12 4 2008, if the licensed employees of a school district or area  
12 5 education agency receiving funds pursuant to section 284.13,

CODE: Specifies that the formula for distribution of FY 2009 salary funding from the Student Achievement and Teacher Quality Program must be negotiated by the school board and the certified bargaining representative. Specifies that any increases in the funds provided above the base year will be distributed by a mutually agreed upon formula.

12 6 subsection 1, paragraph "h" or "i", for purposes of this  
12 7 section, are organized under chapter 20 for collective  
12 8 bargaining purposes, the school board and the certified  
12 9 bargaining representative for the licensed employees shall  
12 10 negotiate a formula for distributing the funds among the  
12 11 teachers employed by the school district or area education  
12 12 agency according to chapter 20. Paragraphs "a" and "b" shall  
12 13 apply to any increases in the funds provided above the base  
12 14 year.

12 15 Sec. 27. Section 284.8, subsections 1 and 2, Code 2007,  
12 16 are amended to read as follows:  
12 17 1. A school district shall review a teacher's performance  
12 18 at least once every three years for purposes of assisting  
12 19 teachers in making continuous improvement, documenting  
12 20 continued competence in the Iowa teaching standards,  
12 21 identifying teachers in need of improvement, or to determine  
12 22 whether the teacher's practice meets school district  
12 23 expectations for career advancement in accordance with section  
12 24 284.7. The review shall include, at minimum, classroom  
12 25 observation of the teacher, the teacher's progress, and  
12 26 implementation of the teacher's individual ~~career~~ professional  
12 27 development plan, subject to the level of funding provided to  
12 28 implement the plan; and shall include supporting documentation  
12 29 from other evaluators, teachers, parents, and students; ~~and~~  
12 30 ~~may include video portfolios as evidence of teaching~~  
12 31 ~~practices.~~  
12 32 2. If a supervisor or an evaluator determines, at any  
12 33 time, as a result of a teacher's performance that the teacher  
12 34 is not meeting district expectations under the Iowa teaching  
12 35 standards specified in section 284.3, subsection 1, paragraphs  
13 1 "a" through "g" h, the criteria for the Iowa teaching  
13 2 standards developed by the department in accordance with  
13 3 section 256.9, subsection 50, and any other standards or  
13 4 criteria established in the collective bargaining agreement,  
13 5 the evaluator shall, at the direction of the teacher's  
13 6 supervisor, recommend to the district that the teacher

CODE: Specifies that a teacher's performance in implementing the individual professional development plan shall be evaluated subject to the level of funding provided to implement the plan. Strikes the use of video portfolios as evidence of teaching practices. Requires all school districts to be prepared to offer an intensive assistance program.

13 7 participate in an intensive assistance program. The intensive  
13 8 assistance program and its implementation are ~~not~~ subject to  
13 9 negotiation or grievance procedures established pursuant to  
13 10 chapter 20. ~~By July 1, 2005, all~~ All school districts ~~must~~  
13 11 shall be prepared to offer an intensive assistance program.

13 12 Sec. 28. Section 284.8, Code 2007, is amended by adding  
13 13 the following new subsection:  
13 14 NEW SUBSECTION. 4. Until given an opportunity to  
13 15 participate in an intensive assistance program, a teacher  
13 16 shall not suffer any adverse employment consequences for not  
13 17 meeting the standards and criteria specified in subsection 3.

CODE: Specifies that a teacher who is not meeting the standards and criteria must be given an opportunity to participate in an intensive assistance program before adverse consequences may be applied.

13 18 Sec. 29. Section 284.11, Code 2007, is amended to read as  
13 19 follows:  
13 20 284.11 MARKET FACTOR TEACHER ~~SALARIES~~ INCENTIVES.  
13 21 1. The general assembly finds that Iowa school districts  
13 22 need to be more competitive in recruiting and retaining  
13 23 talented professionals into the teaching profession. To  
13 24 ensure that school districts in all areas of the state have  
13 25 the ability to attract highly qualified teachers, it is the  
13 26 intent of the general assembly to encourage school districts  
13 27 to ~~establish teacher compensation opportunities that recognize~~  
13 28 ~~the need for geographic or other locally determined wage~~  
13 29 ~~differentials and~~ provide incentives for traditionally  
13 30 hard-to-staff schools and subject-area shortages. This  
13 31 section provides for state assistance to allow school  
13 32 districts to add a market factor ~~to teacher salaries~~ incentive  
13 33 paid by the school districts.

CODE: Changes references from "salaries" to "incentives" in order to expand the concept of market factor pay to include other types of compensation.

13 34 2. A school district shall be paid annually, from moneys  
13 35 allocated for market factor ~~salaries~~ incentives pursuant to  
14 1 section 284.13, subsection 1, paragraph "f", an amount of  
14 2 state assistance to create market factor incentives for  
14 3 classroom teachers in the school district. Market factor

CODE: Specifies that market factor incentives may include educational assistance, moving expenses, and housing expenses. Strikes the improvement of salaries due to geographic differences and racial and ethnic diversity on local teaching staffs as purposes for market factor incentives. Adds support for current teachers to attain licensure or endorsement in shortage areas as a purpose for market



14 4 incentives may include but are not limited to ~~improving-~~  
 14 5 ~~salaries due to geographic differences, educational~~  
 14 6 ~~opportunities and support, moving expenses, and housing~~  
 14 7 ~~expenses for the~~ recruitment and retention needs of the school  
 14 8 district in such areas as hard-to-staff schools, ~~and~~  
 14 9 subject-area shortages, ~~or improving the racial or ethnic-~~  
 14 10 ~~diversity on local teaching staffs~~ funding to prepare a  
 14 11 teacher to attain a license or endorsement in a shortage area,  
 14 12 ~~or funds to support educational support personnel in pursuing~~  
 14 13 ~~a license in a shortage area. The school district shall have-~~  
 14 14 ~~the sole discretion to award funds received by the school-~~  
 14 15 ~~district in accordance with section 284.13, subsection 1,~~  
 14 16 ~~paragraph "f", to classroom teachers on an annual basis. The~~  
 14 17 ~~funds shall supplement, but not supplant, wages and salaries-~~  
 14 18 ~~paid as a result of a collective bargaining agreement reached-~~  
 14 19 ~~pursuant to chapter 20 or as a result of funds appropriated-~~  
 14 20 ~~elsewhere in this chapter, in chapter 256D, or in chapter-~~  
 14 21 ~~294A. The teacher quality committee established pursuant to~~  
 14 22 ~~section 284.4, subsection 1, paragraph "c", shall make~~  
 14 23 ~~recommendations to the school board and the certified~~  
 14 24 ~~bargaining representative regarding the expenditures of market~~  
 14 25 ~~factor incentives.~~

factor incentives. Specifies that the Teacher Quality Committee must make recommendations to the school board and certified bargaining representative regarding the expenditure of market factor incentives.

14 26 3. The allocations to each school district shall be made  
 14 27 in one payment on or about October 15 of the fiscal year for  
 14 28 which the appropriation is made, taking into consideration the  
 14 29 relative budget and cash position of the state resources.  
 14 30 Moneys received under this section shall not be commingled  
 14 31 with state aid payments made under section 257.16 to a school  
 14 32 district and shall be accounted for by the local school  
 14 33 district separately from state aid payments. Payments made to  
 14 34 school districts under this section are miscellaneous income  
 15 1 for purposes of chapter 257. A school district shall maintain  
 15 2 a separate listing within its budget for payments received and  
 15 3 expenditures made pursuant to this section. A school district  
 15 4 shall certify to the department of education how the school  
 15 5 district allocated the funds and ~~that~~ how the moneys received

CODE: Strikes the restriction that market factor incentives be used to supplement, not supplant, the salary the school district would otherwise pay the teacher.

15 5 under this section were used to supplement, not supplant, the  
15 6 salary the school district would otherwise pay the teacher.

15 7 4. The department shall include market factor salaries  
15 8 incentives when reporting teacher salaries in the annual  
15 9 condition of education report on the use of funds allocated  
15 10 for purposes of this section. The department shall review the  
15 11 use and effectiveness of the use of funds allocated for  
15 12 purposes of this section and shall submit its findings and  
15 13 recommendations in a report to the general assembly by January  
15 14 15, 2008. It is the intent of the general assembly to  
15 15 reevaluate the fiscal year allocations made pursuant to  
15 16 section 284.13, subsection 1, paragraph "f", subparagraphs (2)  
15 17 and (3), based upon this report.

CODE: Requires the Department of Education to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report.

15 18 Sec. 30. Section 284.12, subsection 1, paragraph c, Code  
15 19 2007, is amended by striking the paragraph.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

15 20 Sec. 31. Section 284.12, subsection 3, Code 2007, is  
15 21 amended by striking the subsection.

CODE: Strikes obsolete reference to required report.

15 22 Sec. 32. Section 284.13, subsection 1, paragraphs c and d,  
15 23 Code 2007, are amended to read as follows:  
15 24 c. For each fiscal year of the fiscal period beginning  
15 25 July 1, 2006, and ending June 30, 2009, up to six hundred  
15 26 ninety-five thousand dollars to the department of education  
15 27 for purposes of implementing the career professional  
15 28 development program requirements of section 284.6, the review  
15 29 panel requirements of section 284.9 assistance in developing  
15 30 model evidence for teacher quality committees established  
15 31 pursuant to section 284.4, subsection 1, paragraph "c", and  
15 32 the evaluator training program in section 284.10. A portion  
15 33 of the funds allocated to the department for purposes of this  
15 34 paragraph may be used by the department for administrative  
15 35 purposes.

CODE: Allocates up to \$695,000 from the Student Achievement and Teacher Quality appropriation for FY 2007 through FY 2009 to the Department of Education to implement professional development, assist Teacher Quality Committees, and implement the evaluator training program. Specifies that a portion of the funds allocated may be used for administrative purposes.

16 1 d. For the fiscal year beginning July 1, ~~2006~~ 2007, and  
16 2 ending June 30, ~~2007~~ 2008, up to ~~ten~~ twenty million dollars to  
16 3 the department of education for use by school districts to add  
16 4 ~~one additional teacher contract day to the school calendar for~~  
16 5 ~~professional development as provided in section 284.6.~~ The  
16 6 department shall distribute funds allocated for the purpose of  
16 7 this paragraph based on the average per diem contract salary  
16 8 for each district as reported to the department for the school  
16 9 year beginning July 1, ~~2006~~ 2007, multiplied by the total  
16 10 number of full-time equivalent teachers in the base year. The  
16 11 department shall adjust each district's average per diem  
16 12 salary by the allowable growth rate established under section  
16 13 257.8 for the fiscal year beginning July 1, ~~2006~~ 2007. The  
16 14 contract salary amount shall be the amount paid for their  
16 15 regular responsibilities but shall not include pay for  
16 16 extracurricular activities. ~~School districts shall distribute~~  
16 17 ~~funds to teachers based on individual teacher per diem~~  
16 18 ~~amounts.~~ These funds shall not supplant existing funding for  
16 19 professional development activities. Notwithstanding any  
16 20 provision to the contrary, moneys received by a school  
16 21 district under this paragraph shall not revert but shall  
16 22 remain available for the same purpose in the succeeding fiscal  
16 23 year. A school district shall submit a report to the  
16 24 department in a manner determined by the department describing  
16 25 its use of the funds received under this paragraph. The  
16 26 department shall submit a report on school district use of the  
16 27 moneys distributed pursuant to this paragraph to the  
16 28 ~~chairpersons and ranking members of the house and senate~~  
16 29 ~~standing committees on education, the joint appropriations~~  
16 30 ~~subcommittee on education, general assembly and the~~  
16 31 legislative services agency not later than January 15, ~~2007~~ of  
16 32 the fiscal year for which moneys are allocated for purposes of  
16 33 this paragraph.

CODE: Allocates up to \$20,000,000 from the Student Achievement and Teacher Quality appropriation for FY 2008 to the Department of Education for use by school districts to provide professional development. Strikes the requirement that professional development funds be distributed to teachers based on individual teacher per diem amounts.

16 34 Sec. 33. Section 284.13, subsection 1, paragraph e, Code  
16 35 2007, is amended by striking the paragraph and inserting in  
17 1 lieu thereof the following:

CODE: Allocates up to \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to establish Teacher Development Academies. Specifies that a portion of the

17 2 e. For the fiscal year beginning July 1, 2007, and ending  
 17 3 June 30, 2008, an amount up to one million eight hundred  
 17 4 forty-five thousand dollars to the department for the  
 17 5 establishment of teacher development academies in accordance  
 17 6 with section 284.6, subsection 10. A portion of the funds  
 17 7 allocated to the department for purposes of this paragraph may  
 17 8 be used for administrative purposes.

funds may be used by the Department of Education for administrative purposes.

17 9 Sec. 34. Section 284.13, subsection 1, paragraph f,  
 17 10 unnumbered paragraph 1, Code 2007, is amended to read as  
 17 11 follows:  
 17 12 For purposes of market factor teacher ~~salaries~~ incentives  
 17 13 pursuant to section 284.11, the following amounts are  
 17 14 allocated to the department for the following fiscal years:

CODE: Technical change.

17 15 Sec. 35. Section 284.13, subsection 1, paragraph f,  
 17 16 subparagraphs (1), (2), and (3), Code 2007, are amended to  
 17 17 read as follows:  
 17 18 (1) For ~~the each~~ each fiscal year of the fiscal period  
 17 19 beginning July 1, 2006, and ending June 30, ~~2007~~ 2008, the sum  
 17 20 of three million three hundred ninety thousand dollars.  
 17 21 (2) For the fiscal year beginning July 1, ~~2007~~ 2008, and  
 17 22 ending June 30, ~~2008~~ 2009, the sum of seven million five  
 17 23 hundred thousand dollars.  
 17 24 (3) For the fiscal year beginning July 1, ~~2008~~ 2009, and  
 17 25 ending June 30, ~~2009~~ 2010, the sum of ~~ten~~ six million six  
 17 26 hundred ten thousand dollars.

CODE: Allocates funding from the Student Achievement and Teacher Quality Program appropriation to the Department of Education for market factor incentives as follows:

- FY 2007 and FY 2008 - \$3,390,000
- FY 2009 - \$7,500,000
- FY 2010 - \$6,610,000

17 27 Sec. 36. Section 284.13, subsection 1, paragraph g,  
 17 28 subparagraphs (2) and (3), Code 2007, are amended to read as  
 17 29 follows:  
 17 30 (2) For the fiscal year beginning July 1, 2007, and ending  
 17 31 June 30, 2008, the sum of ~~two one million five hundred~~  
 17 32 ~~thousand~~ thousand dollars. From the amount allocated under this  
 17 33 subparagraph, an amount up to ten thousand dollars shall be

CODE: Allocates \$1,000,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to the Department of Management for the Pay for Performance Program. Requires up to \$10,000 of the allocation to be used for the Pay for Performance Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning projects. Requires up to \$200,000 to be used for the employment of an external evaluator.

17 34 used for purposes of the pay-for-performance commission's  
 17 35 expenses, an amount up to one hundred thousand dollars shall  
 18 1 be distributed to the department of education for oversight  
 18 2 and administration of the planning projects as provided in  
 18 3 section 284.14, and an amount up to two hundred thousand  
 18 4 dollars shall be used for the employment of an external  
 18 5 evaluator.

18 6 (3) For the each fiscal year of the fiscal period  
 18 7 beginning July 1, 2008, and ending June 30, 2009 2010, the sum  
 18 8 of five two million five hundred thousand dollars. From the  
 18 9 amount allocated for each fiscal year under this subparagraph,  
 18 10 an amount up to ten thousand dollars shall be used for  
 18 11 purposes of the pay-for-performance commission's expenses, an  
 18 12 amount up to one hundred thousand dollars shall be distributed  
 18 13 to the department of education for oversight and  
 18 14 administration of the planning and implementation projects as  
 18 15 provided in section 284.14, and an amount up to two hundred  
 18 16 thousand dollars shall be used for the employment of an  
 18 17 external evaluator.

CODE: Allocates \$2,500,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2009 and FY 2010 to the Department of Management for the Pay for Performance Program. Requires up to \$10,000 to be used for the Pay for Performance Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning and implementation projects. Requires up to \$200,000 to be used for the employment of an external evaluator.

18 18 Sec. 37. Section 284.13, subsection 1, paragraph h,  
 18 19 unnumbered paragraph 1, Code 2007, is amended to read as  
 18 20 follows:

18 21 For each fiscal year in which funds are appropriated for  
 18 22 purposes of this chapter, the moneys remaining after  
 18 23 distribution as provided in paragraphs "a" through "g" shall  
 18 24 be allocated to school districts for salaries ~~and career-~~  
 18 25 ~~development~~ in accordance with the following formula:

CODE: Strikes the use of Student Achievement and Teacher Quality Program funds remaining after other allocations have been fulfilled for the purpose of career development. The funds may only be used for salaries.

18 26 Sec. 38. Section 284.13, subsection 1, paragraph i, Code  
 18 27 2007, is amended to read as follows:  
 18 28 i. From moneys available under paragraph "h", the  
 18 29 department shall allocate to area education agencies an amount  
 18 30 per ~~classroom~~ teacher employed by an area education agency

CODE: Technical change.

18 31 that is approximately equivalent to the average per teacher  
18 32 amount allocated to the districts. The average per teacher  
18 33 amount shall be calculated by dividing the total number of  
18 34 ~~classroom~~ teachers employed by school districts and the  
18 35 ~~classroom~~ teachers employed by area education agencies into  
19 1 the total amount of moneys available under paragraph "h".

19 2 Sec. 39. Section 284.13, subsection 1, paragraph j, Code  
19 3 2007, is amended to read as follows:  
19 4 j. Notwithstanding section 8.33, any moneys remaining  
19 5 unencumbered or unobligated from the moneys allocated for  
19 6 purposes of paragraph "a", "b", ~~or "c"~~, or "g" shall not  
19 7 revert but shall remain available in the succeeding fiscal  
19 8 year for expenditure for the purposes designated. The  
19 9 provisions of section 8.39 shall not apply to the funds  
19 10 appropriated pursuant to this subsection.

CODE: Specifies that Student Achievement and Teacher Quality Program funds allocated for the Pay for Performance Program do not revert at the end of the fiscal year.

19 11 Sec. 40. Section 284.14, Code 2007, is amended by adding  
19 12 the following new subsection:  
19 13 NEW SUBSECTION. 0A. INTENT. The intent of this section  
19 14 is to create a process by which select Iowa school districts  
19 15 research, develop, and implement projects designed to identify  
19 16 promising practices related to enhanced teacher compensation  
19 17 career ladders and performance pay models. If successful  
19 18 pilot processes are developed and implemented by local school  
19 19 districts, it is the intent of the general assembly to  
19 20 establish sustained long-term funding of successful planning  
19 21 or implementation projects.

CODE: Specifies the intent of the General Assembly in establishing the Pay for Performance Program.

19 22 Sec. 41. Section 284.14, subsections 1, 2, and 3, Code  
19 23 2007, are amended to read as follows:  
19 24 1. COMMISSION. A pay-for-performance commission is  
19 25 established to design and implement a pay-for-performance  
19 26 ~~program~~ pilot project and provide a study relating to teacher  
19 27 and staff compensation containing a pay-for-performance

CODE: Technical change.

19 28 component. The study shall measure the cost and effectiveness  
19 29 in raising student achievement of a compensation system that  
19 30 provides financial incentives based on student performance.  
19 31 The commission is part of the executive branch of government.

19 32 2. DEVELOPMENT OF PROGRAM. Beginning July 1, 2006, the  
19 33 commission shall gather sufficient information to identify a  
19 34 pay-for-performance program based upon student achievement  
19 35 gains and global content standards where student achievement  
20 1 gains cannot be easily measured. The commission shall review  
20 2 pay-for-performance programs in both the public and private  
20 3 sector. ~~Based on this information, the commission shall~~  
20 4 ~~design a program utilizing both individual and group incentive~~  
20 5 ~~components. At least half of any available funding identified~~  
20 6 ~~by the commission shall be designated for individual~~  
20 7 ~~incentives.~~

CODE: Strikes the requirement for individual pay for performance incentives.

20 8 a. Commencing with the school year beginning July 1, 2007,  
20 9 the commission shall initiate ~~demonstration~~ planning projects,  
20 10 in selected kindergarten through grade twelve schools, to test  
20 11 the effectiveness of the pay-for-performance program. The  
20 12 purpose of the ~~demonstration~~ planning projects is to identify  
20 13 the strengths and weaknesses of ~~the~~ various  
20 14 pay-for-performance program ~~design~~ career ladder designs,  
20 15 including the career path levels of the student achievement  
20 16 and teacher quality program pursuant to section 284.7,  
20 17 evaluate cost effectiveness, analyze student achievement gains  
20 18 needs, select formative and summative student achievement  
20 19 measures that align to identify needs, consider necessary  
20 20 supports related to the student achievement goals in the  
20 21 school district's comprehensive school improvement plan, test-  
20 22 assessments review assessment needs, identify mechanisms to  
20 23 account for existing teacher contract provisions within the  
20 24 proposed career ladder salary increments, allow thorough  
20 25 review of data, and make necessary adjustments before  
20 26 ~~implementing~~ proposing implementation of the

CODE: Specifies that the purpose of the planning projects is to evaluate various pay for performance career ladder designs, including the career path levels established in the Student Achievement and Teacher Quality Program.

20 27 pay-for-performance program statewide.

20 28 b. ~~The~~ For the school year beginning July 1, 2007, and  
20 29 ending June 30, 2008, the commission shall select up to ten  
20 30 school districts as ~~demonstration~~ planning projects, with one  
20 31 or more selected projects demonstrating a regional approach.  
20 32 ~~To the extent practicable, participants shall represent~~  
20 33 ~~geographically distinct rural, urban, and suburban areas of~~  
20 34 ~~the state.~~ Participants shall provide reports or other  
20 35 information as required by the commission.

CODE: Directs the Pay for Performance Commission to select up to 10 school districts as planning projects for FY 2008, and specifies that one or more must demonstrate a regional approach. Strikes a requirement that participating districts represent geographically distinct areas of the State.

21 1 c. ~~Commencing with~~ For the school year beginning July 1,  
21 2 2008, ~~and ending June 30, 2009,~~ the commission shall select up  
21 3 to twenty additional school districts as ~~demonstration~~  
21 4 planning or implementation projects.

CODE: Directs the Pay for Performance Commission to select up to 20 additional school districts as planning or implementation projects in FY 2009.

21 5 3. REPORTS AND FINAL STUDY. Based on the information  
21 6 generated by the ~~demonstration~~ planning or implementation  
21 7 projects, the commission shall prepare an interim report by  
21 8 January ~~15 14, 2007 2008~~, followed by interim progress reports  
21 9 annually, followed by a final study report analyzing the  
21 10 effectiveness of pay-for-performance in raising student  
21 11 achievement levels. The final study report shall be completed  
21 12 no later than six months after the completion of the  
21 13 ~~demonstration~~ planning or implementation projects. The  
21 14 commission shall provide copies of the final study report to  
21 15 the department of education and to the ~~chairpersons and~~  
21 16 ~~ranking members of the senate and house standing committees on~~  
21 17 education general assembly.

CODE: Postpones to January 14, 2008, the date by which the Pay for Performance Commission must provide an interim report.

21 18 Sec. 42. Section 284.14, subsection 4, Code 2007, is  
21 19 amended by striking the subsection.

CODE: Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010.

21 20 Sec. 43. Section 284A.1, Code 2007, is amended by adding

CODE: Specifies definitions related to the Administrator Quality



21 21 the following new subsections:  
 21 22 NEW SUBSECTION. 2A. "Comprehensive evaluation" means a  
 21 23 summative evaluation of a beginning administrator conducted by  
 21 24 an evaluator in accordance with section 284A.3 for purposes of  
 21 25 determining a beginning administrator's level of competency  
 21 26 for recommendation for licensure based on the Iowa standards  
 21 27 for school administrators adopted pursuant to section 256.7,  
 21 28 subsection 27.  
 21 29 NEW SUBSECTION. 3A. "Director" means the director of the  
 21 30 department of education.  
 21 31 NEW SUBSECTION. 3B. "Evaluation" means a summative  
 21 32 evaluation of an administrator used to determine whether the  
 21 33 administrator's practice meets school district expectations  
 21 34 and the Iowa standards for school administrators adopted  
 21 35 pursuant to section 256.7, subsection 27.

Program.

22 1 Sec. 44. Section 284A.2, subsection 3, Code 2007, is  
 22 2 amended to read as follows:  
 22 3 3. Each school board shall establish an administrator  
 22 4 mentoring program for all beginning administrators. The  
 22 5 school board may adopt the model program developed by the  
 22 6 department pursuant to subsection 2. Each school board's  
 22 7 beginning administrator mentoring and induction program shall,  
 22 8 at a minimum, provide for one year of programming to support  
 22 9 the Iowa standards for school administrators adopted pursuant  
 22 10 to section 256.7, subsection 27, and beginning administrators'  
 22 11 professional and personal needs. Each school board shall  
 22 12 develop an initial beginning administrator mentoring and  
 22 13 induction plan. The plan shall describe the mentor selection  
 22 14 process, describe supports for beginning administrators,  
 22 15 describe program organizational and collaborative structures,  
 22 16 provide a budget, provide for sustainability of the program,  
 22 17 and provide for program evaluation. The school board  
 22 18 employing an administrator shall determine the conditions and  
 22 19 requirements of an administrator participating in a program  
 22 20 established pursuant to this section. A school board shall  
 22 21 include its plan in the school district's comprehensive school

CODE: Requires that Beginning Administrator Mentoring and Induction Programs in local school districts support the State standards for administrators, as well as the personal and professional needs of beginning administrators.

DETAIL: Sections 2 and 3 of the Bill require the development of State standards for school administrators.

22 22 improvement plan submitted pursuant to section 256.7,  
22 23 subsection 21.

22 24 Sec. 45. Section 284A.2, Code 2007, is amended by adding  
22 25 the following new subsection:  
22 26 NEW SUBSECTION. 3A. A beginning administrator shall be  
22 27 informed by the school district or the area education agency,  
22 28 prior to the beginning administrator's participation in a  
22 29 mentoring and induction program, of the criteria upon which  
22 30 the administrator will be evaluated and of the evaluation  
22 31 process utilized by the school district or area education  
22 32 agency.

CODE: Requires a school district or Area Education Agency to inform a beginning administrator of the criteria used and the process for evaluation.

22 33 Sec. 46. Section 284A.2, subsection 4, Code 2007, is  
22 34 amended to read as follows:  
22 35 4. By the end of a beginning administrator's ~~second~~ first  
23 1 year of employment, the beginning administrator may be  
23 2 comprehensively evaluated at the discretion of the school-  
23 3 board to determine if the administrator meets expectations to  
23 4 move to a standard administrator license. The school district  
23 5 or area education agency that employs a beginning  
23 6 administrator shall recommend the beginning administrator for  
23 7 a standard license if the beginning administrator is  
23 8 determined through a comprehensive evaluation to demonstrate  
23 9 competence in the Iowa standards for school administrators  
23 10 adopted pursuant to section 256.7, subsection 27. A school  
23 11 district or area education agency may allow a beginning  
23 12 administrator a second year to demonstrate competence in the  
23 13 Iowa standards for school administrators if, after conducting  
23 14 a comprehensive evaluation, the school district or area  
23 15 education agency determines that the administrator is likely  
23 16 to successfully demonstrate competence in the Iowa standards  
23 17 for school administrators by the end of the second year. Upon  
23 18 notification by the school district or area education agency,  
23 19 the board of educational examiners shall grant a beginning  
23 20 administrator who has been allowed a second year to

CODE: Requires a school district or Area Education Agency (AEA) that employs a beginning administrator to determine, at the end of the administrator's first year of employment, whether the administrator qualifies for a standard administrator license. Specifies that the district or AEA may allow a beginning administrator up to two years to demonstrate competence in the Iowa standards for school administrators. Requires the Board of Educational Examiners to grant a one-year extension of the beginning administrator's license upon the request of the school district or AEA employing the administrator.

23 21 demonstrate competence a one-year extension of the beginning  
23 22 administrator's initial license. An administrator granted a  
23 23 second year to demonstrate competence shall undergo a  
23 24 comprehensive evaluation at the end of the second year.

23 25 Sec. 47. NEW SECTION. 284A.1 ADMINISTRATOR QUALITY  
23 26 PROGRAM.

23 27 An administrator quality program is established to promote  
23 28 high student achievement and enhanced educator quality. The  
23 29 program shall consist of the following three major components:

23 30 1. Mentoring and induction programs that provide support  
23 31 for administrators in accordance with section 284A.2, as  
23 32 amended in this Act.

23 33 2. Professional development designed to directly support  
23 34 best practices for leadership.

23 35 3. Evaluation of administrators against the Iowa standards  
24 1 for school administrators.

CODE: Establishes the Administrator Quality Program to include mentoring and induction programs, professional development, and evaluation against the Iowa standards for school administrators.

DETAIL: The Beginning Administrator Mentoring and Induction Program was established in FY 2006 and is funded with a General Fund standing appropriation of \$250,000.

24 2 Sec. 48. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL  
24 3 ADMINISTRATORS EVALUATIONS.

24 4 By July 1, 2008, each school board shall provide for  
24 5 evaluations for administrators under individual career  
24 6 development plans developed in accordance with section  
24 7 279.23A, and the Iowa standards for school administrators and  
24 8 related criteria adopted by the state board in accordance with  
24 9 section 256.7, subsection 27. A local school board may  
24 10 establish additional administrator standards and related  
24 11 criteria.

CODE: Requires local school boards to provide for evaluations of administrators by July 1, 2008. Requires the evaluations to be based upon individual career development plans and the Iowa standards for school administrators and related criteria. Specifies that local school boards may establish additional administrator standards and related criteria.

24 12 Sec. 49. NEW SECTION. 284A.4 PARTICIPATION.

24 13 Effective July 1, 2007, each school district shall  
24 14 participate in the administrator quality program, and the  
24 15 board of directors of each school district shall do all of the  
24 16 following:

24 17 1. Implement a beginning administrator mentoring and

CODE: Requires school districts to participate in the Administrator Quality Program by July 1, 2007. Specifies that the districts must implement a beginning administrator mentoring and induction program, adopt individual administrator career development plans, and adopt an administrator evaluation plan that requires annual evaluation based upon the Iowa standards for school administrators and the individual career development plans.

24 18 induction program as provided in this chapter.  
24 19 2. Adopt individual administrator career development plans  
24 20 in accordance with this chapter.  
24 21 3. Adopt an administrator evaluation plan that, at a  
24 22 minimum, requires an evaluation of administrators in the  
24 23 school district annually pursuant to section 279.23A and based  
24 24 upon the Iowa standards for school administrators and  
24 25 individual administrator career development plans.

24 26 Sec. 50. NEW SECTION. 284A.6 ADMINISTRATOR CAREER  
24 27 DEVELOPMENT.

24 28 1. Each school district shall be responsible for the  
24 29 provision of professional growth programming for individuals  
24 30 employed in a school district administrative position by the  
24 31 school district or area education agency as deemed appropriate  
24 32 by the board of directors of the school district or area  
24 33 education agency. School districts may collaborate with other  
24 34 educational stakeholders including other school districts,  
24 35 area education agencies, professional organizations, higher  
25 1 education institutions, and private providers, regarding the  
25 2 provision of professional development for school district  
25 3 administrators. Professional development programming for  
25 4 school district administrators may include support that meets  
25 5 the career development needs of individual administrators  
25 6 aligned to the Iowa standards for school administrators  
25 7 adopted pursuant to section 256.7, subsection 27, and meets  
25 8 individual administrator career development plans.

25 9 2. In cooperation with the administrator's evaluator, the  
25 10 administrator who has a standard administrator's license  
25 11 issued by the board of educational examiners pursuant to  
25 12 chapter 272 and is employed by a school district or area  
25 13 education agency in a school district administrative position,  
25 14 shall develop an individual administrator career development  
25 15 plan. The purpose of the plan is to promote individual and  
25 16 group career development. The individual plan shall be based,  
25 17 at a minimum, on the needs of the administrator, the Iowa  
25 18 standards for school administrators adopted pursuant to

CODE: Requires local school districts to provide professional growth programming for school administrators. Requires administrators to develop individual career development plans. Requires annual review of the administrator's progress in meeting the goals of the plan.

25 19 section 256.7, subsection 27, and the student achievement  
25 20 goals of the attendance center and the school district as  
25 21 outlined in the comprehensive school improvement plan.  
25 22 3. The administrator's evaluator shall meet annually as  
25 23 provided in section 279.23A with the administrator to review  
25 24 progress in meeting the goals in the administrator's  
25 25 individual plan. The purpose of the meeting shall be to  
25 26 review collaborative work with other staff on student  
25 27 achievement goals and to modify as necessary the  
25 28 administrator's individual plan to reflect the individual  
25 29 administrator's and the school district's needs and the  
25 30 individual's progress in meeting the goals in the plan. The  
25 31 administrator shall present to the evaluator evidence of  
25 32 progress. The administrator's supervisor and the evaluator  
25 33 shall review and the supervisor may modify the administrator's  
25 34 individual plan.

25 35 Sec. 51. NEW SECTION. 284A.7 EVALUATION REQUIREMENTS FOR  
26 1 ADMINISTRATORS.

26 2 A school district shall conduct an evaluation of an  
26 3 administrator who holds a standard license issued under  
26 4 chapter 272 at least once every three years for purposes of  
26 5 assisting the administrator in making continuous improvement,  
26 6 documenting continued competence in the Iowa standards for  
26 7 school administrators adopted pursuant to section 256.7,  
26 8 subsection 27, or to determine whether the administrator's  
26 9 practice meets school district expectations. The review shall  
26 10 include, at a minimum, an assessment of the administrator's  
26 11 competence in meeting the Iowa standards for school  
26 12 administrators and the goals of the administrator's individual  
26 13 career development plan, including supporting documentation or  
26 14 artifacts aligned to the Iowa standards for school  
26 15 administrators and the individual administrator's career  
26 16 development plan.

CODE: Requires school districts to conduct evaluations of  
administrators holding standard licenses at least once every three  
years.

26 17 Sec. 52. 2006 Iowa Acts, chapter 1182, section 1,

CODE: Increases the General Fund appropriations to the Department

26 18	unnumbered paragraph 2, is amended to read as follows:	of Education for FY 2008 and FY 2009 for the Student Achievement and Teacher Quality Program.
26 19	For purposes, as provided in law, of the student	
26 20	achievement and teacher quality program established pursuant	
26 21	to chapter 284:	DETAIL: The FY 2008 appropriation is increased by \$35,000,000 and is an increase of \$70,000,000 compared to the estimated FY 2007 appropriation. The FY 2009 appropriation is increased \$75,000,000 and is an increase of \$75,000,000 compared to the FY 2008 appropriation.
26 22	FY 2006-2007..... \$104,343,894	
26 23	FY 2007-2008..... <del>\$139,343,894</del>	
26 24	<u>174,343,894</u>	
26 25	FY 2008-2009..... <del>\$174,343,894</del>	
26 26	<u>249,343,894</u>	
26 27	Sec. 53. Section 284A.1, Code 2007, is transferred to	CODE: Technical change.
26 28	section 284A.2.	
26 29	Sec. 54. Section 284A.2, Code 2007, is transferred to	CODE: Technical change.
26 30	section 284A.5.	
26 31	Sec. 55. Section 284A.3, Code 2007, is transferred to	CODE: Technical change.
26 32	section 284A.8.	
26 33	Sec. 56. CODE EDITOR DIRECTIVE. The Code editor is	Directs the Code Editor to correct internal references as needed.
26 34	directed to correct internal references in the Code as	
26 35	necessary due to enactment of the sections of this Act that	
27 1	relocate sections 284A.1, 284A.2, and 284A.3.	
27 2	Sec. 57. EFFECTIVE DATE. The section of this Act amending	Specifies that the provision in Section 39 of the Bill that provides for non-reversion of funds for the Pay for Performance Program takes effect upon enactment.
27 3	section 284.13, subsection 1, paragraph "j", relating to the	
27 4	nonreversion of funds, being deemed of immediate importance,	
27 5	takes effect upon enactment.	
27 6	Sec. 58. STATE MANDATE FUNDING SPECIFIED. In accordance	Specifies that the costs to school districts of complying with the requirements of this Bill are to be paid from school foundation aid and no additional State funding shall be necessary.
27 7	with section 25B.2, subsection 3, the state cost of requiring	
27 8	compliance with any state mandate included in this Act shall	
27 9	be paid by a school district from state school foundation aid	

27 10 received by the school district under section 257.16 and  
27 11 moneys appropriated in this Act. This specification of the  
27 12 payment of the state cost shall be deemed to meet all the  
27 13 state funding-related requirements of section 25B.2,  
27 14 subsection 3, and no additional state funding shall be  
27 15 necessary for the full implementation of this Act by and  
27 16 enforcement of this Act against all affected school districts.

27 17 EXPLANATION

27 18 This bill increases appropriations made for FY 2007-2008  
27 19 and FY 2008-2009 for the student achievement and teacher  
27 20 quality program, requires school districts to have qualified  
27 21 guidance counselors, but permits school districts to request a  
27 22 waiver from the department of education, makes changes to the  
27 23 student achievement and teacher quality program including  
27 24 increasing minimum teacher salaries, establishes an  
27 25 administrator quality program, and requires the state board of  
27 26 education to adopt Iowa standards for school administrators.  
27 27 The bill adds new elements to the student achievement and  
27 28 teacher quality program, including teacher development  
27 29 programs and evaluation of teachers against the Iowa teaching  
27 30 standards.

27 31 QUALIFIED GUIDANCE COUNSELORS, SCHOOL NURSES, AND TEACHER  
27 32 LIBRARIANS. While requiring school districts to have  
27 33 qualified guidance counselors and school nurses, the bill  
27 34 authorizes school districts to seek supplemental aid from the  
27 35 school budget review committee for the cost of adding these  
28 1 guidance counselors as well as teacher librarians. A guidance  
28 2 counselor-to-student ratio of one to 350 is established as a  
28 3 goal. The bill also updates a provision to allow districts to  
28 4 seek up to a two-year waiver of the requirements from the  
28 5 department. A school district that has met the requirement in  
28 6 the previous school year cannot seek a waiver from that  
28 7 requirement for the current school year.

28 8 ADMINISTRATOR LICENSURE RENEWAL REQUIREMENT OPTION. The  
28 9 bill directs the board of educational examiners to include in  
28 10 its administrator licensure renewal requirements an option

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28 11 that allows credit for administrators' individual career  
28 12 development plans.

28 13 STUDENT ACHIEVEMENT AND TEACHER QUALITY -- TEACHER  
28 14 DEFINITIONS. The bill changes the definition of "teacher" to  
28 15 include a person who holds a practitioner's license and a  
28 16 statement of professional recognition for school nurses. The  
28 17 bill strikes references to positions teachers are required to  
28 18 be employed in by a school district or an area education  
28 19 agency.

28 20 COLLECTIVE BARGAINING. The bill requires local school  
28 21 boards and their certified bargaining representatives to  
28 22 negotiate evaluation and grievance procedures for teachers  
28 23 other than beginning teachers. If the licensed employees of a  
28 24 school district or area education agency receiving funds  
28 25 allocated for salaries under the student achievement and  
28 26 teacher quality program are organized for collective  
28 27 bargaining purposes, the local board and the certified  
28 28 bargaining representative must agree on a formula for  
28 29 distributing the funds. The Code provides for distribution if  
28 30 the parties reach an impasse.

28 31 AREA EDUCATION AGENCIES. The bill makes certain persons  
28 32 employed by area education agencies and the agencies eligible  
28 33 to receive moneys under the student achievement and teacher  
28 34 quality program.

28 35 TEACHER QUALITY COMMITTEE. The bill strikes language that  
29 1 required school districts to provide an extra day of contract  
29 2 days beginning in the fifth year of participation in the  
29 3 student achievement and teacher quality program, and replaces  
29 4 it with a requirement that school districts, and area  
29 5 education agencies that wish to participate in the program,  
29 6 create a teacher quality committee to monitor implementation  
29 7 of the program, monitor the evaluation requirements of the  
29 8 program and develop model evidence for the Iowa teaching  
29 9 standards and criteria, make recommendations on the use and  
29 10 distribution of professional development funds, monitor the  
29 11 professional development in each attendance center, and ensure  
29 12 that the agreement negotiated pursuant to Code chapter 20  
29 13 determines compensation for teachers on the committee for work



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29 14 responsibilities beyond the normal workday.

29 15 INTENSIVE ASSISTANCE PROGRAM. Each school district shall

29 16 be prepared to offer an intensive assistance program, which is

29 17 subject to negotiation and grievance procedures under Code

29 18 chapter 20. A teacher shall not suffer adverse employment

29 19 consequences for not meeting standards and criteria until

29 20 given an opportunity to participate in an intensive assistance

29 21 program.

29 22 PROFESSIONAL DEVELOPMENT. The bill requires that school

29 23 districts develop attendance center professional development

29 24 plans, requires that school district professional development

29 25 plans include the use and distribution of professional

29 26 development plans in accordance with the collective bargaining

29 27 agreement, and requires school districts to create quality

29 28 professional development opportunities and balance the use of

29 29 professional development funds between the school district,

29 30 attendance center, and individual professional development

29 31 plans. The bill allocates \$20 million from the student

29 32 achievement and teacher quality program funds for purposes of

29 33 professional development.

29 34 TEACHER DEVELOPMENT ACADEMIES AND TEACHER TRAINERS. The

29 35 bill directs the department of education to establish, with

30 1 funds appropriated for such a purpose in the bill, teacher

30 2 development academies, including an institute and follow-up

30 3 training and coaching.

30 4 MINIMUM SALARY CHANGES. The bill provides that the minimum

30 5 salary for a first-year beginning teacher is \$26,500, for a

30 6 first-year career teacher is \$27,500, and for a second-year

30 7 career teacher is \$28,500. Currently, the Code provides for

30 8 beginning and career teacher salaries of \$25,500, \$26,500, and

30 9 \$27,500, respectively.

30 10 MARKET FACTOR TEACHER SALARIES. The bill amends the Code

30 11 section that provides for state assistance to allow school

30 12 districts to add a market factor to teacher salaries paid by

30 13 the school districts to replace the word "salaries" with

30 14 "incentives"; provides that incentives may include educational

30 15 opportunities and support, moving expenses, and housing

30 16 expenses; funding to prepare education personnel to attain a

30 17 license or endorsement in a shortage area; and requires the  
30 18 teacher quality committee make recommendations to the school  
30 19 board and collective bargaining representative regarding the  
30 20 expenditure of market factor incentives. The bill also  
30 21 requires the department to submit a report on the use and  
30 22 effectiveness of the funds allocated for incentives, and  
30 23 states legislative intent to reevaluate future appropriations  
30 24 for the incentives based on the report.  
30 25 TEAM-BASED VARIABLE PAY. The bill strikes references to  
30 26 team-based variable pay.  
30 27 PAY-FOR-PERFORMANCE PROGRAM. The pay-for-performance  
30 28 program is changed to reflect the recommendations from the  
30 29 final report of the pay-for-performance commission. The  
30 30 commission will no longer be responsible for designing a  
30 31 program utilizing both the individual and group incentive  
30 32 components, nor will the funding be designated for individual  
30 33 incentives. The commission is charged with initiating up to  
30 34 10 planning projects in FY 2007-2008 and up to 20 additional  
30 35 planning and implementation projects in FY 2008-2009. The  
31 1 purpose of the planning projects is to identify the strengths  
31 2 and weaknesses of various career ladder designs, select  
31 3 formative and summative student achievement measures, consider  
31 4 supports related to student achievement goals, review  
31 5 assessment needs, identify mechanisms to account for existing  
31 6 teacher contract provisions within the proposed career ladder  
31 7 salary increments, and make necessary adjustments before  
31 8 proposing implementation of the program statewide.  
31 9 ADMINISTRATOR QUALITY PROGRAM. During the 2006 Legislative  
31 10 Session, the general assembly established the beginning  
31 11 administrator mentoring program. The program now becomes a  
31 12 component of a new administrator quality program under the  
31 13 bill. The administrator quality program established by the  
31 14 bill is designed to function much like the teacher quality,  
31 15 career development, and evaluation provisions of the student  
31 16 achievement and teacher quality program. The program's other  
31 17 two components include professional development designed to  
31 18 directly support best practices for leadership, and evaluation  
31 19 of administrators against Iowa standards for school

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31 20 administrators, which the director of the department of  
31 21 education is directed to develop, and the state board to  
31 22 adopt. The standards are to include knowledge and skill  
31 23 criteria, and based upon the standards, mentoring and  
31 24 induction, evaluation processes, and administrator career  
31 25 development plans.

31 26 Under current Code, a beginning administrator is  
31 27 comprehensively evaluated at the end of the administrator's  
31 28 first year. Under the bill, if the administrator demonstrates  
31 29 competence, the employer must recommend the administrator for  
31 30 a standard license. A beginning administrator who fails to  
31 31 demonstrate competence at the end of the first year may be  
31 32 allowed a second year and given a one-year extension of the  
31 33 administrator's initial license in order to demonstrate  
31 34 competence.

31 35 The bill requires each school board, by July 1, 2008, to  
32 1 provide annual evaluations that assess administrators, at a  
32 2 minimum, against the Iowa standards for school administrators  
32 3 and the criteria for the standards developed by the  
32 4 department. A local school board may establish additional  
32 5 evaluation and grievance procedures. The bill also requires  
32 6 school districts to adopt individual career development plans  
32 7 for administrators and adopt an administrator evaluation plan.  
32 8 Each school district must provide for the professional  
32 9 growth programming for individuals employed in an  
32 10 administrative position in the school district. Each school  
32 11 district administrator must develop an individual career  
32 12 development plan. The administrator's evaluator shall  
32 13 annually meet with the administrator to review progress in  
32 14 meeting the goals in the administrator's individual plan.

32 15 A school district shall review an administrator's  
32 16 performance annually for purposes of assisting the  
32 17 administrator in making continuous improvement, documenting  
32 18 continued competence in the Iowa standards for school  
32 19 administrators, or to determine whether the administrator's  
32 20 practice meets school district expectations. An administrator  
32 21 from another state or country is exempt from the mentoring and  
32 22 induction requirements if the administrator can document two

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32 23 years of successful administrator experience and meet or  
32 24 exceed the board of educational examiners licensure  
32 25 requirements.  
32 26 The bill directs the Code editor to relocate sections in  
32 27 Code chapter 284A to incorporate the new sections added by the  
32 28 bill.

32 29 STUDENT ACHIEVEMENT AND TEACHER QUALITY PROGRAM  
32 30 APPROPRIATIONS. The bill increases the appropriations made  
32 31 for purposes of the student achievement and teacher quality  
32 32 program for FY 2007-2008 by \$35 million and for FY 2008-2009  
32 33 by \$75 million. The bill makes appropriations and allocations  
32 34 to the department of education to continue providing funding  
32 35 to school districts and area education agencies for salaries  
33 1 and career development purposes, and to fund the establishment  
33 2 of teacher development academies. The bill readjusts the  
33 3 allocations for market factor teacher incentives and extends  
33 4 the appropriations to FY 2009-2010. The bill also decreases  
33 5 funding for the pay-for-performance program, but extends the  
33 6 program to FY 2009-2010. Moneys for the program are allowed  
33 7 to carry over, effective upon enactment.

33 8 The bill may include a state mandate as defined in Code  
33 9 section 25B.3. The bill requires that the state cost of any  
33 10 state mandate included in the bill be paid by a school  
33 11 district from state school foundation aid received by the  
33 12 school district under Code section 257.16 and moneys  
33 13 appropriated in the bill. The specification is deemed to  
33 14 constitute state compliance with any state mandate funding-  
33 15 related requirements of Code section 25B.2. The inclusion of  
33 16 this specification is intended to reinstate the requirement of  
33 17 political subdivisions to comply with any state mandates  
33 18 included in the bill.

33 19 LSB 1227SV 82  
33 20 kh:rj/gg/14

## Summary Data

### General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Subcom FY 2008	Senate Sub vs. Est	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)
Education	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	
<b>Grand Total</b>	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 70,000,000</u>	

# Education

## General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Subcom FY 2008	Senate Sub vs. Est	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)
<b><u>Education, Department of</u></b>						
<b>Education, Department of</b>						
Student Achievement/Teacher Quality	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	PG 26 LN 17
<b>Total Education, Department of</b>	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	
<b>Total Education</b>	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	

**Student Achievement and Teacher Quality Program  
SF 277 - Allocations of the Annual Appropriation**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
National Board Certification	\$ 1,900,000	\$ 1,400,000	\$ 700,000	\$ 1,100,000	\$ 2,000,000	\$ 1,915,000	\$ 1,915,000	\$ 1,915,000
NBC Support Program	0	0	0	0	0	250,000	250,000	250,000
Ambassador to Education	0	0	75,000	75,000	85,000	85,000	85,000	85,000
Mentoring and Induction	2,400,000	4,100,000	4,200,000	3,500,000	4,200,000	4,650,000	4,650,000	4,650,000
Career/Prof. Dev. and Eval. Training	3,000,000	1,750,000	1,300,000	175,000	400,000	610,000	695,000	695,000
Praxis II Pilot	500,000	500,000	0	0	0	0	0	0
Variable Pay	1,000,000	0	500,000	0	0	0	0	0
Add'l. Prof. Dev. Day(s)	0	0	0	0	10,000,000	10,000,000	0	0
Professional Development	0	0	0	0	0	0	20,000,000	0
Teacher Dev. Academies	0	0	0	0	0	0	1,845,000	0
Market Factor Incentives	0	0	0	0	0	3,390,000	3,390,000	7,500,000
Pay for Performance*	0	0	0	0	0	850,000	1,000,000	2,500,000
Institute for Tomorrow's Workforce	0	0	0	0	0	150,000	0	0
Salaries or Prof. Dev.	0	0	0	0	6,625,000	6,625,000	0	0
Teacher Compensation	31,200,000	32,250,000	37,500,000	40,433,894	46,283,894	75,818,894	140,513,894	231,748,894
<b>Totals</b>	<b>\$ 40,000,000</b>	<b>\$ 40,000,000</b>	<b>\$ 44,275,000</b>	<b>\$ 45,283,894</b>	<b>\$ 69,593,894</b>	<b>\$ 104,343,894</b>	<b>\$ 174,343,894</b>	<b>\$ 249,343,894</b>

NBC = National Board Certification